

Young Carers – Code of Conduct (Behaviour policy)

Purpose

This Code of Conduct outlines the level of acceptable behaviour for young people participating in our activities, trip and events to ensure that everyone is kept safe both physically and emotionally. It aims to ensure everyone who participates in our Young Carer Service what is expected of them so they can feel safe, respected, included and valued. Carers Northumberland must make sure that everyone taking part in our services understands and agrees to follow this Code of Conduct and that they also understand the consequences of inappropriate behaviour. We expect everyone who takes part in our services to display appropriate behaviour at all times. This includes behaviour that takes place outside our organisation and behaviour online.

Basic principles

This Code of Conduct aims to:

- identify acceptable and unacceptable behaviour.
- encourage cooperation, honesty, fairness, inclusion, and respect.
- create an environment where your self-esteem, self-respect and self-confidence will be nurtured to grow.
- encourage young people to recognise and respect the rights of others.
- encourage young people to take responsibility for their own behaviour and actions.

Dos and don'ts

You should:

- cooperate with others including following direction from staff and volunteers.
- treat everyone with respect.
- take responsibility for your own behaviour.
- talk to a member of staff or a volunteer about anything that worries or concerns you may have.
- follow this Code of Behaviour and any other rules (including the law).
- join in and have fun!

You shouldn't:

- be disrespectful to anyone, their property or the environment where the activity is taking place.
- behave in a way that could be intimidating or abusive to others (including online).

- be disruptive during sessions (intentionally or unintentionally).
- endanger the life, safety, health or well-being of others.
- fail to cooperate with an adult supervisor/leader/mentor.

What happens if I decide not to follow the Code of Conduct?

This Code of Conduct has been devised to safeguard everyone.. If participants cannot, for whatever reason, follow it the disciplinary procedure set out below will be implemented.

Minor or first-time incident

If a young person behaves in a way that doesn't follow our Code of Conduct,, our staff or volunteers will remind them of it and ask them to adhere to it. This will provide an opportunity to change their behaviour. Staff can support with this and will encourage the young person to comply.

Formal warning

If the disruptive behaviour continues, or if unacceptable behaviour is more serious, a formal warning will be issued. This will be recorded and the parents or carers of the young person will be informed if it is deemed necessary. A discussion will also take place with the young carer about what happened and, if required support will be identified to improve the young persons behaviour. We may also decide that a sanction is appropriate such as restricting the level of engagement in some activities until behaviour issues are addressed.

Final warning

If the support we have put in place isn't helping to change unacceptable behaviour, we may need to issue a final warning. Again this will be recorded and we'll inform parents or carers.. At this point, we may need to talk with parents or carers about other services that might be able to provide more intensive support.

Child protection procedures

We have a duty of care to everyone attending activities including young carers, staff, and volunteers.. If any member of staff or volunteer becomes concerned that behaviour suggests someone may be in need of protection or that they may present a risk of harm to other children and young people, they will follow our Safeguarding procedures. This may involve making a referral to the Local Authority. If safeguarding is necessary we will talk this through with the young person and their parents as soon as possible, unless doing so would put anyone in danger or interfere with a police investigation.

As we are a small team we cannot provide specialist support or 1-1 support for young people with additional needs. This may mean that some activities may not be suitable due health and safety concerns. Safety. If this may be an issue, each case will be considered on individual need by a member of the senior management team and a decision made to ensure the safety and comfort of everyone involved. We want to ensure all young people are safe and supported the best we can within the knowledge and expertise we have within our team.

The role of parents and carers

We see parents and carers as valuable partners in promoting positive behaviour and will involve them as appropriate. We will inform and involve parents or carers if formal warnings are received.